

CHAPTER 10:

Staffing

This chapter consists of an assessment of NDEQ's ability to hire and retain qualified staff with a chart showing turnover by job classification for the last ten years.

Because NDEQ deals with a wide array of complex environmental issues, it is essential to our operations that technically competent people are hired for vacant positions. Without highly trained and experienced staff, NDEQ would not be able to effectively carry out its mission of protecting Nebraska's environment.

Recruiting qualified and experienced employees for positions that require extensive education and experience remains a focus. NDEQ feels very fortunate to have recruited excellent staff in 2015/2016.

Staff retention continues to be an important goal for NDEQ. Staff turnover impacts continuity in NDEQ's programs and activities, and results in additional costs for recruitment and training of replacement staff members. NDEQ strives to foster and maintain an employee-friendly workplace by offering transfer and promotional opportunities for qualified internal applicants. In addition, training and tuition assistance are provided to interested staff.

NDEQ monitors diversity to encourage the receipt of applications from qualified members of protected groups by seeking to recruit members of protected groups.

The chart on the following page shows hiring activity on specific job categories:

Employees Assuming Agency Positions

These figures include new hires, promotions, transfers and classification upgrades for a one-year period. Figures for 2016 are from October 1, 2015 through September 30, 2016.

	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016
Director/Deputy Director/Assistant Director/Division Administrator	0	0	0	0	0	0	0	0	1	5
Section Supervisor, Records Manager, Budget Officer	2	0	4	0	0	0	1	5	0	4
Unit Supervisor	2	0	5	2	0	2	1	1	2	0
Human Resources	0	2	0	1	0	0	0	0	0	0
Training Coordinator									1	0
Federal Aid Administrator, Financial Assurance Coordinator, Accountant	0	0	0	2	1	1	0	0	0	1
Clerical/Accounting Clerk	6	4	9	3	5	0	2	4	4	4
Information Technology/Public Information/Research Analyst	3	2	3	0	1	0	0	0	0	0
Attorney I, II & III	0	0	0	1	0	0	0	2	0	2
Environmental Engineer	5	2	4	0	3	2	2	7	2	4
Compliance Specialist	0	1	0	0	0	0	1	0	0	1
Programs Specialist I & II	12	13	17	8	9	11	10	7	11	19
Geologist, Groundwater I & II	0	4	3	2	0	2	4	2	3	1
Environmental Assistance Coordinator	0	0	0	0	1	1	1	0	0	0
TOTALS	30	29	45	20	20	19	22	28	24	41